GOOD SHEPHERD ASIA PACIFIC PARTNERSHIP

PARTNERSHIP AND CO-RESPONSIBILITY FOR MISSION

GOOD SHEPHERD ASIA PACIFIC PARTNERSHIP

PARTNERSHIP THEME

**"Our experience of Good Shepherd draws us together.
The strength of our partnership propels us out for mission.**

In partnership we identify with Good Shepherd Spirit from whichever place we come and we recognize it in each other."

2003
Lay participation from Asia Pacific at Congregational Chapter
2004
Core Commission Report
2006
Asia Pacific Circle make plans to hold first Asia Pacific Partnership Gathering: Sabah Malaysia
2008
- First GSAP Partnership Gathering held in Kuala Lumpur
- Recommendations for Partnership presented at Asia Pacific ICA in Thailand
2009
GSAPP Team appointed
2010
Link Persons Workshop in Singapore
2012
- Lay partner from Asia Pacific appointed to Congregational Chapter Planning Committee
2013
Co-Responsibility for Mission statement developed and circulated
2014
- Asia Pacific website approved by APC
- Lay participation at Asia Pacific ICA in Kuala Lumpur
- Asia Pacific website goes live
2015
-Increased lay participation at Congregational Chapter
-Directive on Partnership delivered by the Chapter
-Formation and Partnership session held in Philippines
2016
2017
- Asia Pacific in search of Integration
- Joint meetings of Formation and Partnership core teams
2018
-GSAP Partnership Team prepare Partnership Resource Book
- A decade of GSAPP
- Asia Pacific Integration Committee appointed
2019
- Handing over the torch to Asia Pacific Integration Committee

FINAL REPORT OF GSAP PARTNERSHIP TEAM 2008 - 2018

Dear Asia Pacific Mission Partners,

In 2008 responding to the call of the 2003 Congregational Chapter, we gathered in Kuala Lumpur for the First Good Shepherd Asia Pacific Partnership Gathering. A historic moment in our region - setting forth on an unknown pathway for the sake of mission. The experience of the Gathering engendered excitement and a desire for working together as mission partners for a more effective and sustainable future for Good Shepherd Mission.

We present to you this final report of the GSAP Partnership team. This document provides an insight into and an overview of the work of the Partnership team over the past ten years.

It also includes the reflections of current team members on what we see as some of the richness and achievements emerging from the journey of partnership/co-responsibility for mission in our region over this time.

We take this opportunity to acknowledge significant people in this journey:
- Sr. Susan Chia and Sr. Pam Molony for their vision and leadership in taking responsibility for establishing the foundations for a new model of working together for mission.
- Sr. Anne Dalton for her skilful facilitation work with GSAPP team, First AP Partnership Gathering, meetings and planning sessions.
- Mission partners who have brought zeal and commitment to the development of a Partnership / Co-responsible model for mission in their Units and across the region.

The mandate of the Partnership team concludes now, but the process of partnership for mission will continue under the integrated model to be led by the APIC.

"The tiny acorn of our efforts has developed into a strong oak tree with its shady branches, sheltering thousands of persons in need." *- St. Mary Euphrasia Pelletier*

Sr. Noelene White: Chairperson GSAPP Team
For GSAPP Team
April 2019

OVERVIEW OF THE DEVELOPMENT OF PARTNERSHIP FOR MISSION IN ASIA PACIFIC 2003 - 2018

The journey of Partnership for mission in Asia Pacific region has many milestones to celebrate since its emergence during the Congregational Chapter in 2003.

2003
CONGREGATIONAL CHAPTER

The 2003 Congregational Chapter in Angers, France invited six lay partners to participate in aspects of the Chapter and to address the delegates on their experience of working with sisters in Good Shepherd mission. The lay partners were from Lebanon, Guatemala, North America, Europe, Asia and Australia/New Zealand.

This led to a new awareness, an awakening, a shift in attitude. We began to move from thinking about lay people as employees and volunteers to understanding that many of them were gifted with the same charism as Good Shepherd sisters.

It led us to reflect on the call to work as equals in co-creating and visioning for Good Shepherd mission.

The Chapter of 2003 issued specific Statements on lay participation, with emphasis on:

- Lay people as gift to the Congregation.
- The need to find new paths and ways of developing partnership.

Recognize that the laity who live the Good Shepherd charism are a gift for the Congregation, the Church and the world. In partnership with them, find new paths; with reciprocal confidence find the means to share information and mutually enrich each other.

General Chapter Direction Statement 2003.

2004
CORE COMMISSION REPORT

The Core Commission reminded us of the opportunity partnership provides for developing new ministries.

We have made progress in this area but feel that we need to continue to strengthen relationships and communion, i.e. to create networks, associations and more prophetic ministries etc. This commitment to share our mission with the laity allows us to see a future in which the Good Shepherd charism that we share will continue to develop new forms of service.

Core Commission Document 2004.

2006
ASIA PACIFIC CIRCLE MEETING (APC) – SABAH, MALAYSIA.

Following the Congregational Chapter, the Asia Pacific Circle meeting in Sabah, Malaysia, responded to the call of the Chapter and took the decision to plan for a Good Shepherd Partnership Gathering for sisters and lay partners in Asia Pacific.

The Provinces of Singapore/ Malaysia and Australia & Aotearoa/New Zealand accepted responsibility for the planning process.

The two Province Leaders, Sr. Susan Chia (Singapore/Malaysia) and Sr. Pam Molony (Australia/New Zealand) undertook to guide the process. They developed

Terms of Reference for the Core Planning Team and appointed a team of eight – four lay partners and four sisters – who became "The Good Shepherd Asia Pacific Partnership Team." The role of the team was to plan the Partnership Gathering.

Sr. Anne Dalton (Australia/New Zealand) was appointed as facilitator for the planning team. The Planning team included Jane Ng, Theresa Symons, Sr. Agnes Claire Koh, Sr. Joan Lopez, Michael Yore, Gendrie Klein-Breteler, Sr. Caroline Price and Sr. Noelene White.

JUNE 2008

FIRST GOOD SHEPHERD ASIA PACIFIC PARTNERSHIP GATHERING (GSAPP)

The historic Gathering was held in Kuala Lumpur, Malaysia from 14th – 19th June 2008. It was attended by 72 Good Shepherd people, 30 sisters and 42 lay partners, who represented nine provinces across eighteen countries.

Nine recommendations from the GSAPP Gathering were supported by the Inter-Continental Assembly (ICA) held in Thailand in November 2008 and endorsed by the APC in December.

The APC took the decision to appoint an ongoing committee for Partnership for Mission in Asia Pacific (GSAPP Team) and the following five of the nine recommendations were achieved:

1. A committee for Partnership to be formed at Asia Pacific level.
2. A Link Person be named from each Province to communicate information, etc.
3. More Gatherings such as the Partnership Gathering.
4. Establish a website and use of technology to assist communication across the Asia Pacific Region, which can be accessed and contributed to by all.
5. Newsletter/Ongoing communication. (through the website)

2009

A COMMITTEE FOR PARTNERSHIP AT ASIA PACIFIC LEVEL APPOINTED. CHAPTER AFFIRMS GS PARTNERSHIP.

The Good Shepherd Asia Pacific Partnership Team was appointed in 2009 for a period of three years. The APC was responsible for appointing new members to the team.

The Congregational Chapter was held in Angers, and strongly affirmed the development of Partnership for mission.

Sr. Sabina Pathrose, then CLT Member, in her report "Threads of Good Shepherd Partnership" quoted Pope Benedict:

"The Laity must no longer be viewed as 'collaborators' but truly recognized as "co-responsible" for the church's being and action."

Sisters and lay partners are co-responsible for the development of Good Shepherd mission.

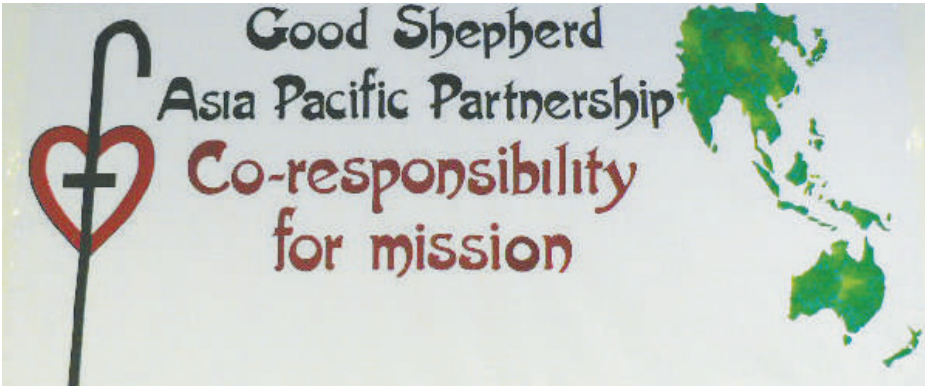
Between 2009 and 2019 the following people were members of the GSAPP team

GSAPP team in 2019			
Sr. Noelene White	**Chairperson**	**Province of Australia / New Zealand**	
Gendrie Klein-Breteler	Australia/ NZ	Sashirekha Natarajan	Central East-India/Nepal
Maricel Sevilla	Philippines/ Japan	Dr. Jason Furtado	South-West India
Sr. Kevin Yin Yin	East Asia	Sr. Stella Rhee	North- East Asia
Sr. Luciana Rahayn	Indonesia	Sr. Rasangi Fernando	Sri Lanka/ Pakistan
Melina Ong	Singapore/ Malaysia		
Past members			
Cecilia Lim	Singapore/ Malaysia	Sr. Sumanthri Tissera	Sri Lanka/ Pakistan
Sr. Euphrasia Mesomklin	East Asia	Theresa Symons	Singapore/ Malaysia
Sr. Carmelita Arenas	Philippines/ Japan		

2010 - AUGUST

WORKSHOP FOR PROVINCE LINK PERSONS FOR PARTNERSHIP FOR MISSION – SINGAPORE.

A recommendation from the KL Gathering was that "a Link Person for Partnership be appointed in each Province." Communication with the Link People showed enthusiasm and passion for partnership but also raised needs, concerns and a request for support in their role. The GSAPP team's recommendation that a workshop be held to respond to these needs was accepted by the APC. Thirty-five participants gathered in Singapore from 12-14 August.



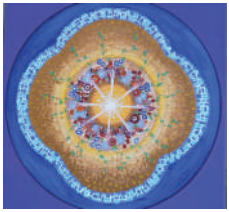
The purpose of this workshop was to resource Province Link People for their role, attend to the recommendations of KL Gathering and strengthen partnership for mission across Asia Pacific. A member from each Province leadership team also participated in the workshop.

Each province group formulated their plans for spearheading partnership in their units. The momentum flowed from the workshop into increased working together/sharing of resources across provinces and a stronger sense of identity as Asia Pacific. A number of provinces developed orientation and ongoing formation opportunities for mission partners.

A recommendation to the APC for the establishment of an Asia Pacific Office was made at this workshop. The APC authorized a committee to do a Feasibility Study and report the same.

2010 - SEPTEMBER

Creation of Mandalas Two mandalas depicting the Good Shepherd ethos of 'Shepherding' and 'Co-responsibility which can reflect Good Shepherd Mission beyond regions and faiths were painted by Sabine Amos in Australia. These have become the symbols of Shepherding and Co-responsibility and hold a special significance in every Unit in our Region.



2011

ONGOING COMMUNICATION AND SUPPORT.

Communication was maintained through a Newsletter compiled twice a year which gathered reports and information of ongoing activities in developing partnership for mission across Asia Pacific. The passion and energy in the reports showed very practical actions and positive outcomes were generated from the Link Persons Workshop held in 2010.

2012

WEBSITE DECISION.

LAY MISSION PARTNER APPOINTED TO CONGREGATIONAL CHAPTER PLANNING COMMITTEE.

Based on the feasibility study, the APC decided to launch a website for improving communication and build relationships across the region. Sr Pam Molony accepted the invitation to coordinate the process from February 2013 at the conclusion of her term of office as Province Leader in Australia/Aotearoa-New Zealand.

The Congregational Leadership Team appointed a lay mission partner, Theresa Symons to be on the Congregational Chapter Planning Committee for the 2016 Chapter. This was the first time a lay mission partner was formally appointed as a member of the Planning Committee and marked the seriousness of the Congregation in ensuring the voices of lay mission partners are included in the Chapter process. Theresa is from the Singapore-Malaysia Province and at the time, a member of the GSAPP team. Ten Lay Mission Partners participated in the 2015 Congregational Chapter, four appointed by the CLT and two chosen from each InterContinental Assemblies.

2012/2013

CO-RESPONSIBILITY FOR MISSION.

The GSAP Partnership Team initiated and circulated a questionnaire with a focus on developing a common definition of co-responsibility for mission. Drawing on feedback from mission partners (Sisters and lay partners) a statement was developed.

Co-responsibility Statement:
Mission Partners (sisters and lay people) accept responsibility together for effective and sustainable Good Shepherd Mission into the future.

Together we work towards:

- ensuring that the Good Shepherd charism, values and heritage remain at the heart of mission.
- designing governance structures and systems to enable participation at all levels of mission.
- developing formation, education and leadership programmes which equip people to work in a partnership model for mission.

2014

ASIA PACIFIC WEBSITE LAUNCH.

The Asia Pacific website (http://www.goodshepherd-asiapacific.org.au/) was launched on 8 March 2014 and is an important resource for the Region.

The words of Sr Francine Muthugala, Province Leader of Sri Lanka/ Pakistan at the recent launch of their new website apply well to the Good Shepherd Asia Pacific website:

"Social networking sites offer us opportunities to communicate in a speedy and efficient manner and to build inter-relationships and reach out to many more people."

ASIA PACIFIC LEADERSHIP SESSION KUALA LUMPUR -PRESENTATION TO UNIT LEADERS/ LEADERSHIP TEAMS

The leadership session for all Asia Pacific Unit leaders and teams included a presentation on the journey of Partnership for Mission in the Region. The session was prepared and led by Sr. Noelene White and Theresa Symons showing the significant milestones achieved and raising challenges and needs for the future including:

- Growth in identity as Asia Pacific.
- Gradual change in mind sets and increased awareness of working in a partnership model.
- The development of Orientation programs for staff, Board members and volunteers in most Provinces.
- Opportunities to participate in Mission programs, Leadership training and Retreats in some Provinces.
- 'Partnership for Mission' teams established in some Provinces.
- Sharing of resources across Provinces - Information, Speakers, Ideas.
- Cross Province working together on specific issues Eg.: Trafficking of girls and women.

CHALLENGES AND FUTURE PLANNING ISSUES IN 2014:

Formation and Leadership.

The major area of concern being raised with the Asia Pacific Partnership team at this time was the need for formation and leadership development for mission partners.

There were requests for:

- Development of modules on *'Co-responsibility and Partnership for Mission"* and *'Leadership for Mission'* which can be used in formation and leadership development programs for mission partners – sisters and lay partners.
- Contemporary formation and leadership programs relevant to the needs of mission today.
- Leadership Development for Mission to equip mission partners in key areas namely:
  - Governance for mission
  - Finance and Mission
  - Management for Mission
  - Capacity Building

"It is paramount that discussion around formation and leadership development for mission, and the process and planning for mission partners is always inclusive of lay mission partners who have experience in this

field and/or a passion for the issue. Co-responsibility for mission requires a process of inclusiveness and mutuality."

(Asia Pacific Leadership Session – Kuala Lumpur 2014)

LAY MISSION PARTNERS' PARTICIPATION IN THE ASIA PACIFIC INTER CONTINENTAL ASSEMBLY AND CONGREGATIONAL CHAPTER.

Ten lay mission partners attended the Inter Continental Assembly (ICA) held in Malaysia in October 2014. Their presence made the experience of mission partners - sisters and lay partners - working together for mission a reality and highlighted the richness we bring to each other and the mission.

For the first time Lay mission partners participated as elected Delegates in the Congregational Chapter held in Angers, France in June 2015. At the ICA the Asia Pacific Circle Leaders chose Nisansala Perera (Sri Lanka/Pakistan) and Dr. Rhonda Cumberland (Australia/ Aotearoa-New Zealand) to represent the Asia Pacific Region.

Theresa Symons (Singapore-Malaysia), a member of the Chapter Planning committee also attended the Chapter, appointed by the Congregational Leadership team as a lay delegate.

The Chapter issued a Directive on Partnership for Mission:

"That the CLT establishes an International Working Group to pursue the full engagement of partners."

In response to the Directive the CLT established an International Committee for Partnership which met for the first time in 2016. Jason Furtado (South-West India Province) represents Asia Pacific on the committee.

2015 - JULY

PARTNERSHIP/CO-RESPONSIBILITY RESOURCE BOOK.

The GSAPP team prepared a resource book outlining the milestones in developing Partnership for mission. It contains Guiding principles, Congregational Statements, Themes and questions for reflection to support discernment and planning. The Resource book was made available across the Region.

2015 - SEPTEMBER

HISTORIC SESSION FOR FORMATION AND PARTNERSHIP – TAGAYTAY CITY, PHILIPPINES.

The first Joint Formation and Partnership session in Asia Pacific was held during the Asia Pacific Formators Session in Tagaytay. 29 mission partners, comprising 12 sisters and 17 lay partners from 10 Units, joined 58 sisters who were participants of the Formators Session from September 9-12. The objective of the Formation and Partnership session was to bring about a common understanding of Partnership and Co-responsibility for

mission and to provide the opportunity for sisters and lay partners to co-learn and dialogue in the area of joint formation programmes. All Units developed concrete action plans for the development of partnership for mission in their respective Unit. The plans were focused towards ensuring that the Good Shepherd charism, values and heritage remain at the heart of mission, and to develop formation, education and leadership which equip people to work in partnership for the mission.

2016 JULY - SINGAPORE

CORE TEAMS WORK TOGETHER ON 'FORMATION FOR MISSION' MODULE

In a joint initiative, representatives of Formation and Partnership Core teams met and developed a module on Co-responsibility for mission which was later presented to the APC.

2016 - AUGUST - SRI LANKA

ASIA PACIFIC IN SEARCH OF 'INTEGRATION FOR MISSION'

In response to the Congregational Directive, the APC organized a dialogue with Province Leaders and representatives of the four Core teams to explore 'Integration for Mission'. The group of 29 participants searched together to explore new pathways for working together in the region to maximize resources for mission. The workshop was facilitated by Jill McCorquadale, who introduced Spiral Dynamics and Four Quadrants of Change as a conceptual framework for understanding integration.

The GSAPP participants were Sr. Noelene White, Gendrie Klein-Breteler, Sashirekha Natarajan. Jason Furtado represented the International Partnership committee.

2017 - FEBRUARY – SINGAPORE

CONTINUING THE PROCESS OF 'INTEGRATION FOR MISSION' IN ASIA PACIFIC

Celebrating a decade of Partnership in Asia Pacific

2017 marked ten years since the establishment of a structure for the development of Partnership for Mission in the Asia Pacific Region.

Enlarging the circle

GSAPP team welcomed three new members at the meeting held in Singapore. This was the first time every Unit in Asia Pacific had a representative on the team. An orientation session provided new members with clarity on the mandate of GSAPP, History of the Partnership journey in Asia Pacific and the Congregation, and an update on the current focus of the team.

Formation for Mission partners:

The Formation and Partnership Core teams came together to discuss the need for formation for mission partners for mission effectiveness, recognizing the focal differences between the two teams, yet emphasizing the need for 'formation for co-responsibility' for mission partners.

In reviewing the Co-responsibility Module Framework developed in 2016 it was encouraging to hear the module was being used in formation programs at various levels:

- in orientation programs for lay mission partners
- in joint formation programs for lay and temporary professed sisters together
- in Leadership Development programs

Commitment to 'Formation of Mission Partners':

A proposal to hold a Workshop in 2018 for Mission Partners (sisters and lay) engaged in the formation of Lay Mission Partners, was developed to present to the APC. The purpose of the Workshop would be to share knowledge and resources, build capacity for quality formation development and integrate co-responsibility in action into Formation and ministry programs across the Asia Pacific Region. This proposal has been referred to the APIC for consideration.

Moving forward with Integration:

Sashirekha and Gendrie workshopped the material from the 2016 session on Integration for mission (held in Sri Lanka). Suggested ways of moving the process forward in the region were prepared for consideration by the APC. This included practical steps for action at regional, Unit and local level.

2017 – AUGUST
INDONESIA

Sashirekha Natarajan and Gendrie Klein-Breteler presented to the APC and the representatives of the four Core teams, the concept of the Four Quadrants and Spiral Dynamics during the workshop held from 21-23 August, to deepen the understanding of Integration. A recommendation

from this meeting was to integrate the work of the four Core Teams into one team to be known as the Asia Pacific Integration Committee (APIC). The APC appointed a working group to plan for this transition and create a new structure for Asia Pacific. Sashirekha Natarajan and Gendrie Klein-Breteler represented the GSAPP team on the Working Group.

2018 - JANUARY - SRI LANKA

At the joint meeting of the Formation and Partnership core teams, sessions on refreshing our understanding of Spiral Dynamics and the Four Quadrants and a review of the Module on Co-responsibility for mission were undertaken, in order to deepen the understanding of the core concepts needed for Integration. The joint teams made valuable suggestions which were referred to the Working Group for Integration.

Gratitude for what has been:

There was a beautiful ritual which poignantly celebrated a decade of Partnership, owing special acknowledgement to Sr. Noelene White who has dynamically steered the committee throughout its long journey and Sr. Anne Dalton for being a wonderful guiding light as a facilitator, all the years through.

Preparing for transition:

The first meeting of the Asia Pacific Integration Committee Working Group was held in Sri Lanka with recommendations made to the APC for a new structure for integrated mission in the Region.

2019 - JANUARY SINGAPORE

The creation of the APIC brought closure to the work of the four Core teams. The final meeting of the Partnership team was held at Restful

Waters in Singapore on 7-9 January 2019. A report on 'Formation and Partnership for Mission" was presented from each Unit giving an overview of the richness in developments across the AP region.

The work of Partnership/ Co-responsibility for Mission will continue through the integrated approach of the APIC. Recommendations from GSAPP were prepared for APIC and the APC.

The APC acknowledged the work of GSAPP team with the presence of Sr. Catherina Supatmiyati –Province Leader Indonesia and Sr Joan Lopez- Province Leader Singapore/Malaysia. Sr. Monica Walsh – Australia New Zealand Province Leader and APC Link person for Partnership spoke to

those gathered via video link. Monica thanked the current and former team members for their commitment and contribution to mission in the AP region over 10 years.

The days were brought to closure with reflection, ritual, presentation of Certificates of Appreciation and a shared meal of celebration.

The GSAPP Team Mandate

The GSAPP team has focused on visioning and initiating opportunities to support the development of partnership and co-responsibility for mission across Asia Pacific; communicating with Province Link persons for Partnership and encouraging/enabling cross province connections for mission. This has resulted in a deeper experience of being Asia Pacific and a sharing of resources and experience in the region.

A report and strategic plan were submitted to the annual meeting of the APC. This provided an overview of the work carried out and recommendations for future development.

Accountability was exercised through communicating/liaising with the Province Leader named as APC Link person for Partnership. Sr Monica Walsh (Australia/Aotearoa-New Zealand) and Sr Jean Marie (North East Asia) are the current Link persons for Partnership.

(January 2019)

"Though old stars burn out and die, look to new horizons and even beyond."
- St. Mary Euphrasia Pelletier

We conclude with reflections of outgoing team members on their perception of the richness of the Partnership/ Co-responsibility journey.

"How happy are we, who are co-workers with the Good Shepherd in His Mission of love and friendship for each person."

St. Mary Euphrasia Pelletier

Walking in the footsteps of our Founders……
Fruits of Partnership
(as retold by each Unit representative)

NORTH-EAST ASIA

Sr. Stella Rhee

	NORTH-EAST ASIA (Sr. Stella Rhee)
• What do you see as some of the benefits of the Partnership Team's work over the past 10 years? • What is the difference you see between 2008 and now? • What has been achieved?	**BENEFITS OF THE PARTNERSHIP TEAM'S WORK OVER THE PAST 10 YEARS:** • For 10 years, our Northeast Asia Unit has seen significant growth in mission partners. Everyone recognizes the importance of mission partners. • The identity of the mission partner has been established. Every staff and volunteer in our ministry is proud to be a Good Shepherd's mission partner. • We appointed a Lay mission partner as head of a shelter for women prostitution that opened in January 2019 ACROSS THE ASIA PACIFIC REGION: • With the steady planning and implementation of the partnership team, the partnership in the Asia-Pacific region has grown significantly. • By sharing information about each unit's partnership, you can develop it according to the circumstances of each unit.

AUSTRALIA
NEW ZEALAND

Sr. Noelene White
and
Gendric Klein-Breteler

	AUSTRALIA/NEW ZEALAND (Sr. Noelene White and Gendrie Klein-Breteler)
• What do you see as some of the benefits of the Partnership Team's work over the past 10 years? • What is the difference you see between 2008 and now? • What has been achieved?	**BENEFITS OF THE PARTNERSHIP TEAM'S WORK OVER THE PAST 10 YEARS:** • Closer relationship/identity within Asia Pacific. (Important to GSANZ as fewer sisters participate in mission). • Development of understanding of co-responsibility amongst lay people – even with staff turnover this is maintained. • Co-responsibility for the mission has become a greater reality in Australia /New Zealand with fewer sisters participating in the mission. • Mission partners taking all the responsibility in leadership roles within the mission. • The capacity of mission partners to be co-responsible for the mission has freed the sisters to move toward a new Governance structure for themselves into the future. • Development of new resources – partnership booklet, co-responsibility module, GS Credo booklet, leadership for mission programs, ethical decision-making all reflecting partnership and co-responsibility. • Development of workshops and programs for mission partners – authentic leadership within a co-responsible model.

	• Staff recruitment for values and co-responsibility 'fit'. • Staff orientation includes understanding our Asia Pacific relationships and mission within the region. • New opportunities for staff 'exposure' to the broader GS Network through: Pilgrimage to Angers, AP Trafficking workshops, link teams, ICA meetings, participation in local and International Chapters. **ACROSS THE ASIA PACIFIC REGION:** • Development of identity as Asia Pacific and closer relationships individually and within mission. (beyond Unit silos) • Development of the AP website and resource sharing (Partnership booklet, co-responsibility module, website, Credo booklet, formation material). • Development of 'cross border' engagement and project participation. e.g Singapore/Malaysia "Cross Border' English, formation and professional development programs. • Deeper awareness and sensitivity to each other's cultures and issues in mission. • The establishment of the AP MDO. • The engagement of the partnership/co-responsibility model has created greater richness in mission and in some areas more possibility for sustainability and growth. • Recognition of lay people sharing the

	charism and seeing their place in the mission. • Supporting each other with 'on the ground' projects – trafficking, professional development, strategic planning, sustainability. Mutual exchange programs e.g. Australia/New Zealand and Taiwan. • We accept the reality of each Unit. In some places the progress is slower than others – it's an on-going process. • APC agreement to move from 4 separate committees to an Integrated Committee/ model for Asia Pacific.

CENTRAL EAST INDIA/NEPAL

Sashirekha Natarajan

	CENTRAL EAST INDIA / NEPAL (Sashirekha Natarajan)
• What do you see as some of the benefits of the Partnership Team's work over the past 10 years? • What is the difference you see between 2008 and now? • What has been achieved?	BENEFITS OF THE PARTNERSHIP TEAM'S WORK OVER THE PAST 10 YEARS: Scenario in 2008: • Every aspect of the ministry was handled by the GS Sisters who were in key positions. • Lay staff had limited exposure. • Charism was just then recognised in lay partners as well. GS spirituality, heritage and culture were slowly shared with the lay persons. • The idea of Partnership was quite threatening to Sisters and the Lay persons as well. • GSAPP Gathering 2008, opened the eyes, heart and challenged the beliefs and mindsets of all mission partners. New journey • Gradual shift of mindsets and inclusion in different activities - from including lay partners to attend the unit chapter to including them in the chapter planning in 2013. Today, lay partners and sisters are co-responsible for the future of CEIN. Every aspect of the forthcoming Chapter in 2019 is planned in the true spirit of partnership. • Abundant access to resources – material / communication/ literature – all thanks to the websites (APC and International) • Opportunities to participate in local,

	regional and international workshops/ sessions/ programs have enhanced the GS identity in individuals as well as made the GS presence more vibrant in the region. • Lay persons are gradually taking up leadership roles. • GS CEIN CREDO and a Guideline to formation of lay mission partners prepared and made available for CEIN apart from resources provided by GSAPP • Sharing of resources between units is happening, but needs to be strengthened in the future. • MDU-CEI and MDU-NEPAL are engaging the mission partners well, challenging them to be accountable and relevant in mission; and widening the vision. • "LETTING GO" is a constant element which needs to be addressed to align with the GS Mission relevantly. **ACROSS THE ASIA PACIFIC REGION:** • The mission has become more relevant with the inclusion of lay partners in leadership roles/ positions. • Ownership of the mission and Co-responsibility is seen in action. • Cultural mindsets need to be worked on gradually so that sharing of human resources to enliven the mission in the future can become a reality.

	• Openness, embracing each other's vulnerability, dialogue, supporting one another in prayer, at emotional and physical levels has grown in the region to the extent that Good Shepherd Mission Partners (Sisters and Lay) share a strong family bond. Example: support/ love/ prayer/ concern during calamities, important events, etc. • AP MDO has built relationships and opened new avenues. • The region has moved from individual silos to integrated approach.

EAST ASIA - MYANMAR

Sr. Kevin Yin Yin

	EAST ASIA - Myanmar (Sr. Kevin Yin Yin)
• What do you see as some of the benefits of the Partnership Team's work over the past 10 years? • What is the difference you see between 2008 and now? • What has been achieved?	**BENEFITS OF THE PARTNERSHIP TEAM'S WORK OVER THE PAST 10 YEARS:** • Mindset of the Sisters have change • Sisters are convinced that GS mission will be more effective and sustained with the involvement of lay mission partners • In some ministries lay staff are taking leading role • Not leaving anyone out from mission • More lay involvement • Lay staff are owning GS charism • Lay staff feel that they belong to the GS family • Staff are attending courses, seminars, workshops as GS • We are recruiting not only for RL but also for lay mission partners • Lay staff worked with sisters in another country within the province • Started from 2017, having staff gatherings (co-responsible module) • Joint formation on certain topics • Staff are getting certified trainings • Staff are given capacity accordingly together with the sisters

	• Staff are given English training/ classes • Continue experiencing Interfaith renewals • Having a day of recollection (each ministry has its own program and timetable) • Special acknowledgement is being done for those who have been working with us more than 10 years • Have history of our Foundress in local language • Have manual for lay mission partners based on co-responsible module

INDONESIA

Sr. Luciana

	INDONESIA (Sr. Luciana)
• What do you see as some of the benefits of the Partnership Team's work over the past 10 years? • What is the difference you see between 2008 and now? • What has been achieved?	**BENEFITS OF THE PARTNERSHIP TEAM'S WORK OVER THE PAST 10 YEARS:** At local level • Widening GS charism & Mission. • Widening Circle Leadership. • Lay involvement in the mission is increasingly apparent. • Develop net-working. • Inclusiveness. What has been achieved • Establishment of an integrated team. • The existence of source books and other materials (adapting the handbook and material from GSAPP). • Material for recollection. • Include lay partners in joint retreats. • Involve lay mission partners in Chapter preparation and in the Chapter. **ACROSS THE ASIA PACIFIC REGION:** • Widening GS charism & Mission. • Widening circle leadership. • The handbook, the writings produced and the meetings, further enrich the unit in understanding partnerships and shared responsibility for the mission. • Inclusiveness.

	What has been achieved • Developing Networking among units (by forming the core of a team from a partnership). • Sharing resources. • There is a handbook for partnership. • Resources materials (Handbook, Co-Responsibility, Spiral Dynamics, Four Quadrants etc. • Establishment of an integrated team at the Asia Pacific level.

PHILIPPINES - JAPAN

Maricel Sevilla

	PHILIPPINES-JAPAN (Maricel Sevilla)
• What do you see as some of the benefits of the Partnership Team's work over the past 10 years? • What is the difference you see between 2008 and now? • What has been achieved?	**BENEFITS OF THE PARTNERSHIP TEAM'S WORK OVER THE PAST 10 YEARS:** • There was shared responsibility and authority in some communities. e.g. appointing people as program coordinators, supervisors and Principal of schools. • There was shift in attitudes with some sisters. There was mutual respect with the different lifestyle of a religious and lay. • Gatherings that enable mission partners to fully understand partnership and co-responsibility • Gatherings of mission partners on capacity building. • Awareness on the giftedness of the lay in the mission. • There was already owning and love for the mission among the lay. • Inclusion of lay in some retreats and sessions for the sisters. • Inclusion of 10 lay in 2008 Province Chapters. 1 Lay in preparatory committee of the Chapter and 10 lay in the 2014 Chapter. • Inclusion of lay in the decision – making of the program e.g. being part of the Executive committee in a ministry. • Inclusion of lay staff in strategic planning.

	• Open communication between sisters and lay (e.g. in some communities, a staff council was created as a venue to talk about issues of the staff concerning their jobs, salary, relationships with the sisters etc. The staff council also builds leadership capacity of each staff since we have officers to coordinate with the sisters all our concerns and were given responsibility to organize the programs held by the community) • The trust and confidence of the sisters to appoint a lay to be the link person in GSAPP. It sometimes amazes some sisters that a lay person is representing our unit in International meetings. **ACROSS THE ASIA PACIFIC REGION:** • The most beneficial for us is the sharing of resources. (e.g. we are using the Co-responsibility framework, we are also using the mission wheel of Australia/New Zealand and getting some ideas from the different units in terms of modules for the mission partners). Listening to the challenges and achievements of the other units, gives us a sense of being together in this journey of partnership. • The support and inspiration that we get from the different unit on how we can improve our partnership program. • In a short time that I have been a part

	of the GSAPP, I met wonderful people that I became close with and I know I can depend on for advice in terms of joys and frustrations that I encounter in my unit on partnership. • In GSAPP, I always felt the equality and mutuality. Always an inspiration when I go home to my unit after a meeting. • Understanding Spiral Dynamics and 4 Quadrants was beneficial to us to pave way for the implementation of Integration.

SINGAPORE
MALAYSIA

Melina Ong

	SINGAPORE / MALAYSIA (Melina Ong)
• What do you see as some of the benefits of the Partnership Team's work over the past 10 years? • What is the difference you see between 2008 and now? • What has been achieved?	**BENEFITS OF THE PARTNERSHIP TEAM'S WORK OVER THE PAST 10 YEARS:** • While the sisters have been working with lay volunteers and staff for many years, many still felt apprehensive when the concept of partnership arose, there were many questions and uncertainties from both Sisters and Lay. • Due to diminishing numbers of Sisters in the Province, there was an urgent need to engage lay people in full-time positions of responsibility and authority to manage and run ministries. Partnership became the buzzword. When the idea of succession planning and the need to pass the baton on to lay mission partners seemed imminent, anxiety set in. • The sisters were anxious and questions arose. Could the lay take over and head ministries effectively? Were the lay people ready? What would happen to the sisters? Are Sisters to report to lay leaders? Would there still be a presence of the Sisters in ministries? • The lay people (volunteers or employed) who were already working with the Sisters felt confused too. They have been used to reporting to the Sisters. Some have put

	the Sisters on high pedestals and felt it an honour to work for the Sisters, to report to them. Some found it difficult to report to lay leaders especially when the lay were employed from the corporate sector. The leadership style was found to be very different from the Sisters. • Also, lay staff who were promoted to take on leadership roles, readily said yes to the offer but soon found themselves unable to meet the challenges. They have witnessed the Sisters working in the ministry and thought it to be simple but now in the leadership role, they felt they were "pushed" into it. Unable to take the pressure of the new role, some left the organization. • The lay people employed from the Corporate sector found themselves in a totally new environment. They were eager to put into practice corporate practices and standard operational procedures which the organization was not prepared for. It was moving too fast for the sisters, the existing personnel, volunteers and even for clients/ participants of the programmes. • Chaos and confusion abound. There was resentment, distrust and complaints from both sides. Jealousy, competition, blaming and disregard for others set in. • In the chaos rose new life, new perspectives. There was the experience of

	reconciliation, trust and newness. In the struggles, the new emerged. We were all push out and up to make it happen for the sake of mission. • Through the years, both the lay and sisters have come to understand each other better and they work very closely with one another. Lay leaders head almost all the ministries in Singapore and Malaysia. They are respected for the persons they are and the role they are in. The Sisters value their dedication, the expertise and newness they have brought to the mission. There is mutual understanding and respect for one another. • Partnership has brought together the best of both worlds for the sustainability and effectiveness for mission. • Partnership and co-responsibility for Mission have come a long way. Seeing how mission partners work hand-in-hand with one another, planning and bringing new ideas to life for mission, it is hard to imagine the beginnings when there were distrust and chaos in bringing about partnership. • Australia has been for us in Singapore-Malaysia a model for Partnership. From the Australian experience we saw a mission that was vibrant and mission focused. There was nothing to fear as good things will surely arise when there is close partnership

	between sisters and lay working in mission. This helped us overcome much of the fear and anxiety. Australia provided us with a starting point – a reference point to look towards for learning. Taking the cue from Australia's success and learning from the mission in Australia helped us take off and move in the direction of Partnership at a much faster pace. • The birthing of the Asia-Pacific Partnership Team was also very timely. It reinforced the need for partnership for mission and helped us in our initial struggle to find the perfect balance for working closely and mutually with one another – partnership and co-responsibility for mission. It also provided a platform for the exchange of ideas, learnings and networking. The network in Asia Pacific is strong and the countries in the Asia-Pacific work closely with one another, support each other and are open to share resources all for the sake of mission. • Through our interactions within the AP region, we learn that while there are still many sisters and young people wanting to enter into religious life in some countries, the numbers have fallen drastically compared to yesteryears. They have begun to see the need to engage the lay in mutual partnership for mission.

	ACROSS THE ASIA-PACIFIC REGION: • The mission partners of Singapore and Malaysia have good relationships and they come together annually for the GS Partnership Gathering organized by the Mission Link Committee. This is a platform for networking, dialogue and learning of new ideas/directions within the Province. • Since last year, the Mission Enrichment Journey was conducted for all mission partners. Participants learn about the history of the Congregation, the spirituality of SME and SJE and about the different ministries. As participants come from the different ministries, it offers a good platform for networking. • Mission partners have come together for celebrations, dialogue sessions and even the Province Chapter.

SOUTH - WEST INDIA

Jason Furtado

	SOUTH – WEST INDIA (Jason Furtado)
• What do you see as some of the benefits of the Partnership Team's work over the past 10 years? • What is the difference you see between 2008 and now? • What has been achieved?	**BENEFITS OF THE PARTNERSHIP TEAM'S WORK OVER THE PAST 10 YEARS:** • A 'family feel' of the core group where unit realities can be freely shared and understood. • The core team was a very informal, inclusive way of discussion rather than the usual formal proceedings of one-way communication. • The rapport between the core team members helped in being free to think creatively to find solutions together for mission. • The drive from Sr. Susan Chia & Sr. Pam at the CLT to the APC gave a strong boost to the working of the team. This is very necessary. • The privilege of taking the work of the GSAPP team to the Congregational International team which is a broader reality. I'm sure Sr. Susan would be proud of us! • Feel more connected to the region as Asia Pacific, as a region from the ultraconservative to the liberal, a vast spectrum of realities and sensitivities.

	• Feel that the units are represented and heard. • More clarity about partnership, but it is a process. • 'Partnership is heard, but still to be understood particularly among the older generation (hierarchical systems). • Emergence of Lay partners as voices from the communities, not only sisters. • Local recognition and representation. • Understanding of other regional realities. • Sharing of resources E.g. Credo, Booklet and session documents. • Creation of annual gatherings for mission partners. • Shifting of attitudes of considering Lay people as Good Shepherd 'people' working together for mission. • Virtual platforms like the AP website and newsletters are a great help. Inclusiveness is increasing as understanding and acceptance increases. It is a gradual but encouraging process. • We do not need to 'create partners in communities. This is becoming a natural process. • Initiation of a formal mission orientation process. • Cross border interaction is more (and easier) among lay partners in mission.

	• Inclusion of more practical evidence-based practices in ministries. Improves transparency and accountability. • The opportunity of the GSAPP representative to give echo session to inspire mission partners across the ministries. • Inclusion of one lay mission partner in all province commissions.

SRI LANKA
PAKISTAN

Sr. Rasangi Fernando

	SRI LANKA / PAKISTAN (Sr. Rasangi Fernando)
• What do you see as some of the benefits of the Partnership Team's work over the past 10 years? • What is the difference you see between 2008 and now? • What has been achieved?	**BENEFITS OF THE PARTNERSHIP TEAM'S WORK OVER THE PAST 10 YEARS:** • Great strength. • Upholding each other • It was a great encourage to move ahead and strength to be on right track. • Able to give a voice to the province because of the strength have in the partnership team **Difference** • I joined the Partnership Team in 2014, from that time it was a shift in attitudes as well as in mission. • Aspect of Partnership is changed now. Earlier partnership belonged to very limited people and limited activities are introduced to them. But now many are included to the Partnership. • The Staff in the convents (Women working in the Kitchen) are recognized as our Partners and have more dignity and sharing our charism with them. • They also feel for the Good Shepherd presence and want to spread it. • Teachers in the schools are given more sessions on Good Shepherd charism and include to our Family.

	• Many Activities, frontier missions are started with the lay collaboration and share the same Mission and vision. • There is no superiority complex. More understandings about Partnership • E.g. conducting health camps in interior places. • Flood relief work in different places • Sharing Good Shepherd with school teachers and encourage parents to involve in our mission.

April 2019

GOOD SHEPHERD
ASIA PACIFIC PARTNERSHIP